

3-3-1971

## CWU Faculty Senate Minutes - 03/03/1971

Linda Busch

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MINUTES: Regular Senate Meeting, 3 March 71  
Presiding Officer: Kenneth Harsha, Chairman  
Secretary: Linda Busch

### ROLL CALL

Senators Present: All senators or their alternates were present except Gordon Leavitt.

Others Present: Robert Carlton, Dale Comstock, Bryan Gore, Edward Harrington, Beverly Heckart, Rev. William Jeffs, Bernard Martin, James F. Parsley, and Thomas Waltermann.

### AGENDA CHANGES AND APPROVAL

The chairman announced that a letter from Lawrence J. Zillman, Secretary of the Faculty at the University of Washington, would be added under Communications.

The chairman asked if there would be any items to be placed under New Business. Mr. McGehee responded that he would like to raise some questions on the items, other than the withdrawal policy, which appeared in Dr. Jerry Olson's letter concerning recent Deans' Council policies. The items were added under New Business.

### APPROVAL OF MINUTES

The minutes of January 27 and February 3 were approved as printed and distributed.

### COMMUNICATIONS

The following communications were received:

1. A letter from Dale Comstock regarding suggested Code changes relative to summer session. This letter was forwarded to the Code Committee for its consideration.
2. A letter from Marion Darter, chairman of the Kittitas County Chapter of the American Red Cross, requesting a representative from the college to serve on that Board. Mr. Harsha stated that this matter would be discussed during the Executive Committee's report.
3. A letter from Dr. Cornelius W. Gillam, dated February 24, 1971, requesting that the Senate Executive Committee consider, and refer to the Personnel Committee if appropriate, his complaint with respect to repudiation by the Vice President for Academic Affairs of commitments made to Dr. Gillam by his department chairman, with the concurrence of the Dean of Arts and Sciences and the former Vice President for Academic Affairs. The chairman stated that this would be discussed during the Executive Committee's report.

4. A letter from Lawrence J. Zillman, Secretary of the Faculty at the University of Washington, dated March 1, 1971, to which was attached a copy of the agenda for the University of Washington Senate meeting of Thursday, March 4. Copies of two resolutions contained in the agenda were distributed to the Senate members for information purposes.

#### REPORTS

A. Executive Committee--Mr. Hammond gave the following report.

1. In accord with the wishes of the Senate, the college policy on withdrawal has been rewritten. It does allow the grade of "W" to be assigned until the last day of instruction. It essentially incorporates the proposal from the Anthropology Department.
2. The Senate is in the process of establishing the membership on the Committee to Study the Grading System. The Executive Committee will recommend five members, two by the students, and one by the Vice President for Academic Affairs. The membership is subject to approval by the Senate.
3. The Executive Committee has scheduled a meeting with James Furman for March 16 at 1:00 p.m. in Olympia. Any member of the Senate who has a request or comments to be relayed to Mr. Furman should send them to the Senate office.
4. In response to Marion Darter's request, Pearl Douce will serve on the Kittitas County Red Cross Board.
5. The Executive Committee met with Drs. Berry and Dean to discuss salaries and the college budget. As a consequence of this meeting, the All-College Budget Committee is being asked to communicate directly with the Faculty Senate via the Executive Committee. The Executive Committee is requesting that its members be present and invited to all meetings where the budget is discussed. The Executive Committee also developed the following specific charges for the Senate Budget Committee:
  - a) Consider and suggest ways in which the Senate can become involved in budgetary decisions from the planning stages onward.
  - b) Explore ways to forcefully advocate an increase in faculty salaries during the present budgetary discussions at Olympia.
  - c) Investigate the impact of the proposed re-organization to an All-College Senate on budgetary decision making and recommend methods by which faculty can be involved in the process.
6. The Executive Committee has considered Dr. Gillam's request. The committee is making a recommendation to Dr. Harrington that the committee hopes will lead to a solution agreeable to both. If not, the matter will be assigned to the Personnel Committee for further action.

7. From the Ad Hoc Legislative Committees has come the idea for a permanent Council of Faculty Representatives. Mr. Hammond then asked Mr. Harsha to explain this council idea. Mr. Harsha gave the following report.

The legislative committees from the four state colleges have been meeting jointly. At the meeting in Olympia on February 5, it was decided that an interinstitutional faculty council of a permanent nature should be formed, and that the two universities should be invited to participate.

At the meeting in Seattle last Saturday (February 27), it was determined that each institution would have three faculty representatives on the council, elected by the faculty at the respective institutions. The council, however, would not exist officially until the Senates of at least four of the six institutions ratified the council concept. Presently, the council is functioning on a temporary basis, using members from the respective legislative committees. The group agreed that the interinstitutional council would bear the official title "Council of Faculty Representatives."

Statements have been issued to the press and in writing to various legislators, using the council's name. The council, therefore, has been moving in certain areas without official sanction from the faculties involved; but this was considered necessary due to the urgent need for state college and university faculty representatives to respond to matters being considered by the Legislature during this session.

The reasons for forming the council seem obvious; but, essentially, there is a need for college faculties to coordinate efforts and present unified approaches in dealing with matters relating to higher education in the state of Washington. Explicitly, the council would press for direct input to the Council on Higher Education.

Carl Allendoerfer of the University of Washington, Ken Halwas of Eastern, and myself will be meeting in Seattle on Thursday night (March 4) to draft guidelines for the Council. The guidelines will then be distributed to the various Senates for consideration and suggestions, and, hopefully, for ratification of the Council concept.

## B. Standing Committees

1. Budget Committee--Mr. Berry gave the following report.

Mr. Berry stated that nobody knows very much about salaries, but the motion he was going to distribute was based on consensus of the Budget Committee at its meeting last Wednesday (February 24). He felt the motion was self-explanatory. He stated that the information paragraph at the bottom of the page indicated the approximate amount spent for promotions and special increments in the last two years. The motion presented by Mr. Berry was as follows:

The Faculty Senate recommends to the Vice-President for Academic Affairs, for the 1971-1972 academic year;

- (a) a five per cent adjustment of the salary scale to reflect the increase in the cost of living;
- (b) one step general increments for assistant professors at or below step 8.0 and one-half step for those at step 8.5;
- (c) one-half step general increments for associate professors at or below step 14.5;
- (d) one-quarter step general increments for professors below step 20;
- (e) promotions and special increments awarded at an amount comparable to the current biennium.

For your information, 1969-70 promotions totaled \$48,000 (est.), with special increments for the same year amounting to \$28,102 (est.). For 1970-71, promotions totaled \$19,000 (est.), and special increments \$34,000 (est.).

Note: The above motion is made on the basis of consensus of the Budget Committee, in Mr. Purcell's absence.

Mr. Berry stated that it has been difficult to determine precisely, but his own estimates indicate that the cost of living adjustment at 5% would amount to approximately \$250,000, and he would estimate that the awarding of general increments would amount to approximately \$60,000. This, coupled with the fact that the Governor's proposed budget includes slightly over \$200,000 less for salaries than we had this year, indicates a bit of a problem. The Budget Committee does not have the information, nor the wisdom, to determine where the money should come from for salaries, but the committee does recognize an obligation to the faculty, and, therefore, is making this motion.

MOTION NO. 745: Mr. Berry moved, seconded by Mr. Lewis, that the Faculty Senate adopt the above motion on salaries.

Mr. Brooks sought permission from the chair for the purpose of responding to the motion, by offering an up-to-date report of the budget situation from Olympia. Permission was granted, and the President presented the following budgetary summation: Mr. Brooks stated that he would like to bring the Senate up to date, because what had been presented at the meeting had a direct bearing on what is happening in the state. He stated that the college originally submitted an operation budget of \$42,000,000. The Governor submitted a different budget with controlled enrollments and figures allowing for no salary increases, because of the economic conditions. The Governor's budget was entirely different than the one the college submitted. Not too long ago, the college had a hearing before the Senate Appropriations Committee and the House Appropriations Committee. We had to defend the Governor's budget, not the one we had prepared, because it was obvious that the college would not receive what it wanted. We were put in the difficult

position of defending our budget or trying to hold on to a budget we didn't like. Mr. Brooks asked that the Faculty Senate keep in mind what has happened. No faculty salary increases have been included in the Governor's budget. Faculty staffing was lowered for the next two years of the biennium. We had hoped to get at least 82% of formula into the budget; we didn't get that.

Mr. Brooks stated that the House Appropriations Committee has completed its work. The Committee wants to reduce all higher education by 7.6 million dollars. For our college it would be \$474,427 lower than the Governor's budget. The Committee wants to reduce staffing by 2½% below the Governor's request; from 75% to 72½% and, in 1974, to 71½%. These are extremely low levels. Working with the staff reduction, we come up with a sum of about \$300,000 that would ordinarily be spent for staffing. This means that somewhere in the 06 program, we will have to find \$175,000. Only the instructional budget has been cut. There is still \$75,000 in the budget for education innovation. This would be used for the development of new programs. A new section was added to the Budget Bill, establishing legislative intent that average faculty contact hours be 10 for the universities, 12 for the state colleges, and 15 for the community colleges. Our staffing levels will be quite low. What this means in terms of people--not only is \$470,000 reduced from our instructional budget; it means the reduction of from 12 to 14 faculty members. We have not had this problem before. Mr. Brooks stated that he will inform the Executive Committee of budget discussions. As yet, no budget decisions have been made for next year. He stated that he has tried before to suggest that the faculty should become interested in the legislative budget process. He stated that higher education doesn't have the support it needs. The whole thing circles around how legislators et al. feel about us. Mr. Brooks said he was encouraged by the development of a Faculty Council across the state and hoped that it does work with the Council on Higher Education. He stated that the subject that we have here (salaries) is one that is extra important. Any problem on salaries comes right back to the overall context of the problem.

Dr. Harrington pointed out that there shouldn't be a problem on the reduction of 12 to 14 faculty positions. He said that he had been freezing positions vacated by retirements and resignations. The Vice President commented that, with luck, no faculty member's position would be threatened, as there were presently 12 positions that had been vacated through retirement and resignation.

Mr. Purcell commented on a conversation that he had with Dennis Curry from the Professional Staff of Higher Education. Mr. Curry seemed to feel that perhaps Central could express to the Legislature that the contact hour load at the college had been rising. Mr. Brooks said that this point was raised during the Budget Hearing with the House Appropriations Committee. He felt the college had no real problem here, but that the primary problem stemmed from the Legislature trying to direct the colleges and universities regarding what the contact hour level should be.

Mr. McGehee asked what the consequences were for the community colleges, being under the Professional Negotiations Law?

Mr. Brooks commented that they probably are in a better position, but they took a cut in staffing formula too. They would have a 15 contact hour requirement.

Mr. McGehee asked if being organized made a difference now?

Mr. Brooks stated that some community colleges spend up to 88¢ out of every dollar for personnel. Maybe that is the result of professional negotiations.

In speaking to the motion, Mr. Gore commented that it was going to be hard for anyone to respond to the motion, but would it hurt Mr. Brook's ability to work in Olympia and influence legislation, and would the Senate not passing such a resolution indicate acquiescence and be politically less advisable?

Mr. Brooks felt that the motion would not hurt his ability to negotiate for the college. Dr. Martin agreed with the President.

Mr. Brooks said that faculty salaries were mentioned first in the Appropriations Committee hearings. First priority was a cost of living salary increase. He stated that information on salaries would be available in the March 5 issue of the Weekly Bulletin.

Mr. Harsha urged members of the Faculty Senate to write to key legislators regarding matters relating to higher education. He stated that a complete membership list of all House and Senate Committees is available in the Faculty Senate office.

Discussion continued on the motion, budget problems, and the legislature. Following the lengthy commentary, the Chairman called for the question on Motion No. 745.

Motion No. 745 was then voted on and carried, with Mr. Fletcher Opposed and Mr. Brooks Abstaining.

2. Code Committee--No report at this meeting.
3. Curriculum Committee--No report at this meeting.
4. Personnel Committee--No report at this meeting.
5. Student Affairs Committee--No report at this meeting.

#### C. Report From the Chair

Mr. Harsha stated that he had given his report on the Council of Faculty Representatives during the Executive Committee's report.

#### OLD BUSINESS

There was no old business to be discussed.

#### NEW BUSINESS

Mr. McGehee stated that there were a number of items in Dr. Olson's letter concerning Deans' Council policies. The only item which needed the attention of the Senate, according to the Executive Committee, was the withdrawal policy. Because of the wide dissemination of the issue, Mr. McGehee asked the Executive Committee to explain why the other items

were deemed not necessary to discuss, so as to clarify any ambiguities that might exist.

Mr. Harsha stated that all of the other items were essentially administrative in nature and not necessarily faculty concern, but the withdrawal policy was the one matter that the Senate needed to directly act upon. The Executive Committee felt that the other items did not require direct Senate action. Mr. Harsha said that if Mr. McGehee wished action on any of the particular items, it was up to the Senate. The Executive Committee felt that only the matter of withdrawal required action.

Mr. McGehee said he wanted a brief statement as to why the various points raised were either not points at all or what sort of disposition had been taken with regard to them. He felt a brief statement would be in order. For example, he asked, what was meant in the statement of student activities not being scheduled during finals week? The public doesn't know this.

Mr. Harsha stated that there were people at the meeting who could respond to the issues if Mr. McGehee would like them to. The Executive Committee decided not to respond to any but withdrawal.

Mr. McGehee stated that he could only ask the Chair to do this. Mr. Harsha then asked Dr. Harrington to go through the various policies. The following explanations and discussion followed:

1. Committee to Re-Evaluate the Interdisciplinary Studies Program

Dr. Harrington made it clear that Dr. Odell, Director of the Interdisciplinary Studies Program, requested that the Deans' Council establish a committee to re-evaluate the program. Deans' Council occasionally establishes ad hoc committees to study programs of various sorts; there is nothing unique in this. Dr. Harrington felt the inference might have been that Deans' Council was investigating this program; but, as stated, Dr. Odell made the request.

2. Student Activities During Finals Week

This was a reaffirmation of an existing policy and referred only to activities which might have been scheduled by academic departments. The scheduling of ASC activities is under student control.

Mr. Keller stated that the faculty might have some notions about this kind of thing. He didn't think one could assume that faculty would not be interested in this.

Dr. Harrington stated that if there was faculty interest in changing this, the faculty should do something about it. It has been a long standing policy at Central. Deans' Council was reaffirming the policy to remind people that it exists.

Mr. Keller raised the question as to why this wasn't a problem for the faculty? Now that it had been raised, it struck him as a proper faculty concern.



Mr. Alexander stated that he didn't think the Executive Committee was implying that it wasn't a faculty concern, but it didn't seem to be a problem unless someone really wanted to schedule a time to debate the issue. He stated that no one had approached the Executive Committee wanting to schedule an event during finals. The Executive Committee wasn't rejecting the issue by not responding to it; it just didn't seem to be a problem. Dr. Harrington met with the Executive Committee and, together, they went through these items, but the matter of withdrawal seemed to be the only one that needed immediate consideration.

Mr. Keller commented that the Senate was not polled before such a decision by the Executive Committee was made.

Mr. Hammond felt that Mr. Keller was questioning whether the Executive Committee should screen anything without bringing it first to the Senate. He stated that if anyone would have come to the committee and wanted to change something, the committee would have talked about it. The committee did not say that the issues couldn't be debated. At the February 3 Senate meeting, it was stated that after the withdrawal policy was discussed, any Senate member could bring up any of the other items under New Business.

Dr. Harrington said it was his understanding that this policy was established by the Senate previously. If Deans' Council would have felt it needed changing, it would have reported so to the Senate. Dr. Harrington didn't feel it was a matter for debate.

### 3. Elimination of Finals Week

Dr. Harrington stated that one member of the Deans' Council had offered this idea. The other members of the Council disagreed with him and felt that it would be unwise to drop finals week; it is in fact a faculty matter, and it had no real business on the Deans' Council's agenda. The discussion of the whole matter lasted no more than five minutes at the Deans' Council meeting.

### 4. Amendment to Deans' Council Minutes of 9/28/70

A plan will be instituted to try to request summer school fees shortly in advance of the session, so that we will have some idea of the enrollment figure.

### 5. Course Enrollment Restrictions

Courses often carry prerequisites to insure that students enrolling in them have mastered basic work so as to succeed at the level the courses are to be given, or so that students will have other specific characteristics such as a certain gpa, or class standing.

Generally, higher level courses have lower level course prerequisites. On the other hand, there are occasions when a student who has completed an advanced course should be prohibited from taking a lower level course,

e.g., taking Beginning Typing after completing Advanced Typing. The beginning course changes character beyond the control of the instructor or the department and the course no longer serves the purpose for which it was developed if large numbers of advanced students are allowed to enroll. The course Beginning Typing might have added to its course description the statement "Not open to students enrolled in or having completed Advanced Typing."

The Deans' Council recognized that there are cases where such statements are appropriate and reasonable. However, departments should avoid blanket statements such as "Not open to advanced level students" and should be prepared to justify such restrictions on specific courses through the appropriate curriculum channels.

6. Removal of "Incomplete" Grades

Dr. Harrington stated that this was simply an approval of Mr. Underwood's recommendation. It is a technical process in timing for the Registrar's office, whereby the Registrar would clear all of the incompletes at one time instead of piecemeal during the quarter.

7. 1971 Symposium

Dr. Harrington pointed out that action concerning the Symposium was taken by the Faculty Senate. Deans' Council had concurred with the Budget Committee that the 1971 Symposium not be funded with state monies. This was then a matter for the Faculty Senate, and the Senate voted on December 2, 1970, that the 1971 Symposium be postponed. (MOTION NO. 722: Mr. Hammond moved, seconded by Mr. Purcell, that planning for the 1971 Spring Symposium be discontinued and, pending more stable financial arrangements, the Symposium be postponed until 1972.

8. Proposal for Changing an "I" to a "W"

Dr. Harrington asked Dr. Waltermann to comment on this proposal.

Dr. Waltermann stated that there have been several cases, mostly involving changing an "E" to a passing grade, a "W" or an "I." The point is, essentially, that if a student has an "E", he is quite anxious to get it off his record. There was one case of forgery in changing an "E" to a "W". This proposal was an attempt to give the Deans' offices a chance to verify cases of grade changes as to their legitimacy. There is not always enough security as to access of forms, etc. We want to double-check to make sure these are legitimate changes.

Dr. Martin said this has alleviated some of the problems that have arisen in the past where the Registrar brings up a case of whether a signature is valid. Dr. Martin thought the only case they really had a problem with was one forwarded by a department chairman who didn't make a decision himself. This was a student who was applying for graduate study. He wrote and requested that his grades for the

period in which he attended Central which were either "E" or "I" be changed to "W." The chairman sent it through and let Dr. Martin take care of it. That is the only case that has been acted upon in an unfavorable fashion.

Mr. McGehee said he thought this point was closely related to some of the cases in the matter of withdrawal from class. Who gives grades and who scrutinizes grades? There is also an area where the instructor is directly involved with changing these things. This was not made clear by the explanation which the administration submitted. He would submit that this was an appropriate matter for the Senate.

MOTION NO. 746: Mr. McGehee moved, seconded by Mr. Fletcher, that the Senate place on the agenda for discussion and action the matter from the November 30, 1970, Deans' Council minutes concerned with changing grades from "E" to "I", "I" to "W", and any letter grade to "W."

Mr. McGehee stated that there might be a committee available to prepare some recommendations on this. He would like the Senate to consider it in one form or another.

Mr. Glauert stated that it was his understanding that an ad hoc committee will be looking at the entire grading system. He would think it would be appropriate for this committee to look at this and then it could be debated. He said he would have to vote against the motion.

Mr. McGehee stated that it was true that matters of grading and curriculum would come before this committee, but that this committee's recommendations would not be forthcoming until next year. He felt the matter should be considered now so that we would have a guideline.

Dr. Harrington said this was a procedural matter approved by Deans' Council. He asked if there had been any cases where any of the Associate Deans had reversed the decision of the instructor? Dr. Waltermann replied that there had been none, except for the one case which Dr. Martin had discussed. There have been only eight cases; seven were approved.

Mr. Gore commented that this might be called a procedure instead of a policy. He said that often what happens is that in order to improve some facet of a policy, the new policy is written sort of with an overhaul so that we won't have any more problems with this policy. The policy could have been rewritten with verification instead of to improve. If this was the intent, it could have been done this way. There was really a change in interpretation.

Mr. Hammond stated that he felt Mr. McGehee didn't want to involve any Deans. He stated that it seemed to him that most faculty members would be prepared to defend any decisions they would make. If they couldn't, they would not be very wise in making them.

Mr. Alexander commented that there were a number of these kinds of procedures; in addition, a number of particular procedures involving grade changes. A change has to go through the department chairman, and if we are going to eliminate Deans, why not department chairmen, too?

Dr. Martin said that the few instances where the Deans have been involved were quite legitimate. Dr. Martin stated that he felt somehow some faculty

members think the Deans are checking the faculty. That's not the situation at all.

Motion No. 746 was then voted on and defeated by a voice vote.

9. Student Withdrawal From Class

This matter was discussed and acted upon at the February 3 Senate meeting.

10. Policy on "Effective Date for Fee Increases"

Vice Presidents Harrington and Bohne will be responsible for notifying their respective areas of such an effective date. The problem was that if matters, such as an increase in fees, were brought up, no one was notifying the Registrar. When a fee is changed, Mr. Bohne will notify anyone who reports to him, and Dr. Harrington will notify those reporting to him.

11. Student Information Releases

Mr. Underwood asked that the Deans' Council consider re-releasing the existing policy on the release of student information. The policy was merely redistributed as a reminder that it did exist.

12. Admitting Students After the First Day of Class

Dr. Harrington stated that the Deans' Council shouldn't be criticized on this. If there was any criticism, it should be directed at him. Dr. Harrington was hoping that the existing registration system could be improved. He felt the college had an obligation to improve the registration system, but, also, the students had an obligation to notify the school if they did not intend to appear in a given class. The statement in the Deans' Council minutes is not going to appear as policy in the catalog. Dr. Harrington hopes, however, that a mechanism can be developed prior to next fall to notify students of openings that develop in "closed" classes, and that students will notify the college of changes in their plans. Dr. Harrington commented, however, that the actual number of students who couldn't show on the first day of class is usually few.

Dr. Harrington commented that he felt the questions raised on the above policies show a perfect reason for having a College Council.

Mr. Keller stated that it was obvious that the last matter was clearly a matter for faculty concern. Why did the Executive Committee assume that it wasn't?

Mr. Harsha said that his earlier statement at the meeting that withdrawal was the only matter for faculty concern was incorrect. It was just that the withdrawal policy seemed to be the most pressing and would consume a considerable amount of the Senate's time, which it did. Mr. Harsha

continued by saying that he had sent a letter to Dr. Olson, with a carbon copy to Mr. McGehee, giving someone the opportunity to place the other issues raised by Dr. Olson on the Senate agenda under "New Business." That, he said, was the reason for today's discussion.

Mr. McGehee stated that a reorganization, if and when it comes, will likely not take place next week at the Senate meeting. Some people have said they feel it will take as long as five years. In the meantime, we have to keep in mind that reorganization does take time, and life does go on. If anything else comes up for debate regarding Dr. Olson's letter, Mr. McGehee hoped we had received the idea that we can't know exactly what is going on in Deans' Council or the Executive Committee. He stated that next week, in lieu of reorganization or before it takes place, these distinctions should be clarified or the same things will happen again.

Mr. Keller stated that a present study by AAUP will indicate that Executive Committees should not exist, because they tend to take over faculty business.

Mr. Berry then brought up another matter to be considered under "New Business." Mr. Berry stated that in light of the funding shortages and the implications for establishing priorities, he would present the following motion:

MOTION NO. 747: Mr. Berry moved, seconded by Mr. Lewis, that the matter of salaries receive highest priority in determining the actual working budget for next year.

Mr. Gore asked for clarification.

Mr. Berry stated that he would like to insure that the Senate's action in regard to salaries, taken at this meeting (Motion No. 745), would actually be thought of as a significant move by the administration when the time comes to split the pot.

Mr. Brooks commented that when the time comes, the first thing the administration would need to be concerned with would be keeping people on the job. He stated that other priorities, such as heat and lights, would have to be our number one priority, but that the administration would do its best.

Mr. Berry stated that he assumed we were talking about the instructional budget.

Mr. McGehee asked if tuition fit into the budget in this sense. He stated that he would not approve of putting the faculty's pay raises over the bodies of the students. He asked if tuition increase was one of the things to be considered under these priorities?

Mr. Brooks replied that it wasn't. He said that tuition and fees are budgeted as part of the college's income. He said this should be divorced from the salary discussion.

Mr. Keller stated that while he felt the motion sounded like it had many good intentions, it was ambiguous. What affect will salary increases have on academic programs?

Mr. Berry commented that he assumed decisions on these things would have to be made somewhere along the line by someone.

Mr. Purcell stated that he would have to vote against the motion because he thought it was premature. He didn't think we knew yet what we were talking about. He didn't think we could even talk about priorities intelligently.

Mr. Gore stated that while the first motion passed might enhance our ability in talking with Olympia, he thought this last motion might be taken as a direct affront.

Mr. Harsha asked Mr. Berry if he would be willing to change his motion to read "high priority" rather than "highest priority."

Mr. Berry then withdrew Motion No. 747. Mr. Lewis withdrew his second.

Mr. Harsha stated that the Executive Committee had suggested to Dr. Brooks that the committee be involved in any budget discussions. During these discussions, we should be able to learn what will be the final priority determinations.

#### ADJOURNMENT

The meeting was adjourned at 5:53 p.m.

AGENDA  
FACULTY SENATE MEETING  
4 p.m., Wednesday, March 3, 1971  
Room 123 - Hertz Hall

- I. ROLL CALL
- II. AGENDA CHANGES AND APPROVAL
- III. APPROVAL OF MINUTES
- IV. COMMUNICATIONS
  - 1. Letter from Dale Comstock--code changes *sent to Don High*
  - 2. Letter from Marion Darter--Red Cross Board *Letter from Lawrence Zillman*
  - 3. Letter from Cornelius Gillam--contractual matter *Memorandum from Don Evans*
- V. REPORTS
  - A. Executive Committee *- D. Huska*
    - 1. Report by Vice Chairman
  - B. Standing Committees
    - 1. Budget--salary considerations
    - 2. Code - no
    - 3. Curriculum - no
    - 4. Personnel - no
    - 5. Student Affairs - no
  - C. Report from the Chair
- VI. OLD BUSINESS
- VII. NEW BUSINESS - *M. McLehee*
- VIII. ADJOURNMENT

(There will be a special meeting of the Faculty Senate on  
March 10 to discuss and consider the proposed academic council--  
Hertz 123, 4:00 p.m.)

FACULTY SENATE MEETING OF March 3, 1971

ROLL CALL

<input checked="" type="checkbox"/>	Alexander, James
<input type="checkbox"/>	Allen, John
<input checked="" type="checkbox"/>	Anderson, David
<input checked="" type="checkbox"/>	Berry, Kenneth
<input checked="" type="checkbox"/>	Brooks, James
<input checked="" type="checkbox"/>	Carlson, Frank
<input checked="" type="checkbox"/>	Clark, Glen
<input checked="" type="checkbox"/>	Collins, Frank
<input checked="" type="checkbox"/>	Dillard, David
<input checked="" type="checkbox"/>	Doi, Richard
<input checked="" type="checkbox"/>	Douce, Pearl
<input checked="" type="checkbox"/>	Duncan, Leonard
<input checked="" type="checkbox"/>	Easterling, Ilda
<input checked="" type="checkbox"/>	Fletcher, Steve
<input checked="" type="checkbox"/>	Glauert, Earl
<input checked="" type="checkbox"/>	Hammond, Kenneth
<input checked="" type="checkbox"/>	Harsha, Kenneth
<input checked="" type="checkbox"/>	Jakubek, Doris
<input checked="" type="checkbox"/>	Jones, Robert
<input checked="" type="checkbox"/>	Keller, Chester
<input checked="" type="checkbox"/>	Ladd, Arthur
<input checked="" type="checkbox"/>	Lawrence, Larry
<input checked="" type="checkbox"/>	Leavitt, Gordon
<input checked="" type="checkbox"/>	Lewis, Albert
<input checked="" type="checkbox"/>	McGehee, Charles
<input checked="" type="checkbox"/>	Nylander, James
<input checked="" type="checkbox"/>	Odell, Elwyn
<input checked="" type="checkbox"/>	Purcell, John
<input checked="" type="checkbox"/>	Putnam, Jean
<input checked="" type="checkbox"/>	Reed, Gerald
<input checked="" type="checkbox"/>	Reid, Mike <i>Diana Dennis</i>
<input checked="" type="checkbox"/>	Ringe, Don
<input checked="" type="checkbox"/>	Shadle, Owen
<input checked="" type="checkbox"/>	Sparks, Larry
<input checked="" type="checkbox"/>	Williams, Harold
<input checked="" type="checkbox"/>	Wise, Don
<input checked="" type="checkbox"/>	Wright, Cheryl

<input type="checkbox"/>	Marco Bicchieri
<input checked="" type="checkbox"/>	Robert Harris
<input type="checkbox"/>	Frederick Lister
<input type="checkbox"/>	Alan Bergstrom
<input checked="" type="checkbox"/>	Edward Harrington
<input type="checkbox"/>	Bill Floyd
<input type="checkbox"/>	Sheldon Johnson
<input type="checkbox"/>	Robert Benton
<input type="checkbox"/>	App Legg
<input type="checkbox"/>	James Sahlstrand
<input type="checkbox"/>	Wesley Adams
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<input type="checkbox"/>	Earl Synnes
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<input type="checkbox"/>	Charles Vlcek
<input type="checkbox"/>	Jay Bachrach
<input checked="" type="checkbox"/>	Bryan Gore
<input type="checkbox"/>	Donald King
<input type="checkbox"/>	John DeMerchant
<input type="checkbox"/>	Katherine Egan
<input type="checkbox"/>	Frank Sessions
<input type="checkbox"/>	Betty Hileman
<input type="checkbox"/>	Robert Yee
<input type="checkbox"/>	Everett Irish
<input type="checkbox"/>	James Klahn
<input type="checkbox"/>	Steven Farkas
<input type="checkbox"/>	Gerald Brunner
<input type="checkbox"/>	Max Wanziger
<input type="checkbox"/>	Gordon Galbraith
<input type="checkbox"/>	Howard Shuman



VISITORS

PLEASE SIGN THIS SHEET

Faculty Senate Meeting

March 3, 1971

Beverly Heckart

Ben William Joffe

Edward J. Harrison

Dale Comstock

Bernard Martin

Thomas Waltherman

James F. Parsley, Jr.

Robert Carlton

Bryan Lee

304 S Pearl  
Ellensburg, Wash.

Dr. Kenneth Harsha, Chairman  
Faculty Senate  
Central Washington State College  
Ellensburg, Washington

Dear Dr. Harsha:

Kittitas County Chapter of the American Red Cross would be most appreciative if we could have a representative from the College on our Board.

Dr. Schliesman suggested I contact you for assistance.

We meet on the fourth Thursday of the month, usually every two months, for a noon luncheon at the Sorensen Building.

Very sincerely,

*Marion Darter*

Marion Darter, Chairman

# CENTRAL WASHINGTON STATE COLLEGE

DEPARTMENT OF ECONOMICS AND BUSINESS

ELLENSBURG, WASHINGTON

99926

February 24, 1971

Dr. Kenneth K. Harsha  
Chairman, Faculty Senate  
Campus

Dear Dr. Harsha:

This is a request that the Senate Executive Committee consider, and refer to the Personnel Committee if appropriate, my complaint with respect to repudiation by the Vice President for Academic Affairs of commitments made to me by my department chairman, with the concurrence of the Dean of Arts and Sciences and the former Vice President for Academic Affairs, in a letter dated March 3, 1970.

On the strength of the March 3, 1970 letter and the agreement it confirms, I turned down a deanship at a salary half again what I am paid at CWSC. A major purpose of the letter and preceding agreement was to induce me to do so.

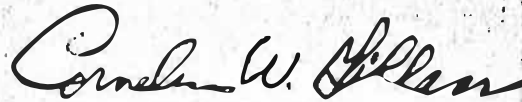
I am asking the Senate, through its appropriate procedures, to consider whether my academic rights or legitimate professional expectations have been violated, and if so to do all it can to protect my interests and those of colleagues similarly situated. The present Vice President for Academic Affairs asserts that the letter of March 3, 1970 is not a contractual commitment. I assume that this legal question is inappropriate for the Senate or its Personnel Committee, and I reserve my right to submit any legal issues to an appropriate forum.

Mr. Kenneth A. MacDonald represents me as legal counsel and will appear on my behalf in any and all hearings, conferences or negotiations. He and I would be pleased to cooperate with representatives of the Senate and CWSC administration in working out appropriate procedures and time schedules. In particular, I ask that a hearing before the Personnel Committee, if granted, be scheduled for the week of March 8, and preferably for the afternoon and evening of March 11 and 12, to suit Mr. MacDonald's busy schedule.

Dr. Kenneth K. Harsha  
Chairman, Faculty Senate  
February 24, 1971  
page two

Enclosed are ten sets of the principal documents. I would also call attention to the Faculty Code, Sections II-B, III-A, V-A (1a, 2a-b, 4a-b), V-B (1, 3), V-C (4a3-4), VI-A, VII, IX-A, IX-D-E-F; to the Faculty Handbook, pages 1 (Faculty Code), 4 (Board and President), 6 (Departments and Department Chairmen), 17-18 (Faculty Employment), 28 (Consulting and Outside Work), 33 (Assignment and Scheduling of Classes); and to the general customs, standards, and ethical principles of the academic profession.

Sincerely yours,



Cornelius W. Gillam  
Professor of Economics

cc: Dr. Harrington  
Dean Martin  
Dr. Danton  
Mr. MacDonald

Com

UNIVERSITY OF WASHINGTON

SEATTLE, WASHINGTON 98105

March 1, 1971

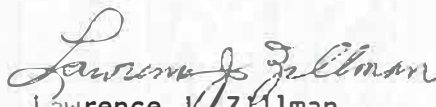
Secretary of the Faculty

Professor Kenneth Harsha  
Chairman, Faculty Senate  
Central Washington State College  
Ellensburg, Washington 98926

Dear Professor Harsha:

At Professor Vernon Carstensen's request, I am sending you a copy of the Agenda for the University of Washington Senate meeting for Thursday, March 4, 1971. The resolution which you are interested in appears on page 5, item 10.

Sincerely,

  
Lawrence J. Zillman  
Secretary of the Faculty

LJZ:kg

Enclosure

Resolutions to be considered and voted on by  
the University of Washington Faculty Senate  
on Thursday, March 4

(1) The Executive Committee recommends that the following resolution be approved:

BE IT RESOLVED THAT the Faculty Senate of the University of Washington endorses the following statement and directs its Chairman to communicate the statement to the appropriation committees of the State Legislature:

- (a) Governor Evans' budget places almost the entire burden of austerity on state employees. We feel it is urgent to secure at least a cost of living salary increase for the faculty.
- (b) No one in this area can be unaware of the high local unemployment rate (11%), but William Jeske, chief economist of Pacific Northwest Bell notes that "the 89 per cent of the labor force at work is earning more and spending more" (Seattle Times, January 3, 1971). The National Economic Review of the New York Times cites "a rise in wages in the private economy at a rate of 7 per cent and a rise in consumer prices of 4.5 to 5 per cent" (January 10, 1971). These observations indicate clearly that purchasing power (real income) for the majority has risen in spite of inflation. The impact of inflation is no less for the faculty family than for the privately employed: a cost of living salary increase is required to break even.
- (c) We commend President Odegaard and his staff, as well as Faculty Legislative Representative Carl B. Allendoerfer, for their efforts in our behalf.

(2) The Executive Committee recommends approval of the following resolution:

Recent economic developments have resulted in an indication of markedly decreased financial support for the University. Specifically, departments have been notified of a substantial reduction in the number of teaching positions. The faculty, and thus the Faculty Senate, have an important interest, both personal and academic, in this development.

During the past decade of growth the University has seen a substantial increase in the category of administration, as well as other non-teaching functions of the University, as indicated in the table at the top of page 5 of the 1969-71 Biennial Report. These operations now form a broad enough base to provide for substantial economies.

THEREFORE, BE IT RESOLVED THAT the Senate requests the President to involve the Faculty Council on Faculty Affairs in the planning for necessary economies.



3/2/71  
2/2/71

NOTION

The Faculty Senate recommends to the Vice-President of Academic Affairs, for the 1971-1972 academic year,

(a) a five per cent adjustment of the salary scale to reflect the increase in the cost of living;

(b) one step general increments for assistant professors at or below step 8.0 and one-half step for those at step 8.5;

(c) one-half step general increments for associate professors at or below step 14.5;

(d) one-quarter step general increments for professors below step 20;

(e) promotions and special increments awarded at an amount comparable to the current biennium.

For your information, 1969-70 promotions totaled \$48,000(est.), with special increments for the same year amounting to \$28,102(est.). For 1970-71, promotions totaled \$19,000(est.), and special increments \$34,000(est.).

Note: The above motion is made on the basis of consensus of the Budget Committee, in Mr. Purcell's absence.

File  
8  
18-16  
CENTRAL WASHINGTON STATE COLLEGE

ELLENSBURG, WASHINGTON

Department of Sociology

January 13, 1971

Charles L. McGehee, Chairman  
Senate Committee on Student Affairs  
Central Washington State College

Dear Charles:

From a casual examination of the minutes of the Deans' Council, the following items appear:

July 21, 1970

- ① Committee to Re-evaluate the Interdisciplinary Studies Program  
Pursuant to a request from Dr. Odell for an evaluation of the Interdisciplinary Studies Program, Dr. Green moved that Dr. Jacobsen and Dr. Harsha appoint a committee, provide them with a charge, and ask that their evaluation be made by March, 1971. The motion, seconded by Dr. Martin, passed unanimously.

September 15, 1970

- ② Student Activities During Finals Week  
Deans' Council feels that student activities should not be scheduled during finals week. Dr. Green will communicate this to Mr. Beamer.
- ③ Elimination of Finals Week  
It was brought out in the discussion that other things should be considered before finals week is eliminated.

October 5, 1970

- ④ Amendment to Deans' Council Minutes of 9/28/70  
The motion in regard to the pre-payment of fees and pre-registration for summer school was amended by Dr. Comstock to read: there will be full pre-payment of fees for summer school for regular students and a \$30 fee for special students, and investigate the possibility of pre-registration by mail.

October 26, 1970

- ⑤ Course Enrollment Restrictions  
Deans Comstock and Schliesman presented a proposed policy on course enrollment restrictions to the Council.  
MOTION: Dr. Schliesman moved, seconded by Dr. Green, that the Deans' Council approve placing restrictions on courses which prevent advanced level students from enrolling in classes of a more elementary nature. Carried.



November 16, 1970

6

Removal of "Incomplete" Grades

The Council approved Mr. Underwood's recommended procedure for the removal of the I (Incomplete) grade.

November 23, 1970

7

1971 Symposium

Because of the State's financial crisis, the Deans' Council concurred with the Budget Committee's recommendation that the 1971 Symposium not be funded with state monies.

Dr. Krebs recommended that a Symposium Committee be formulated in the spring, 1971, to make plans for the 1972 Symposium.

Dr. Harrington will meet with the Executive Committee of the Academic Senate on November 24 to discuss the problem.

November 30, 1970

8

Proposal for Changing an "I" to a "W"

Dr. Martin presented the following recommended policy to be included in the Faculty Handbook:

All grade changes submitted by instructors and department chairmen involving the following changes require approval of the appropriate dean:

Any letter grade to "W"  
Grade of "E" to "I"  
Grade of "I" to "W"

MOTION: Dr. Green moved, seconded by Dr. Schliesman, to approve the policy as presented. Carried.

December 7, 1970

9

Student Withdrawal from Classes

Dr. Schliesman submitted a revised procedure approved by Deans' Council on October 7, 1969 for approving student withdrawal from courses. Dr. Schliesman suggested a reiteration of this procedure.

Mr. Underwood and Dr. Schliesman will check on how widespread the "W" is and bring back a report to the Council.

December 14, 1970

10

Policy on "Effective Date for Fee Increases"

Vice President's Harrington and Bohne will be responsible for notifying their respective areas of such an effective date.

11

Student Information Releases

Mr. Underwood submitted a policy for Release of Student Information. The Deans' Council was asked to review this policy and make any necessary changes. Mr. Underwood will submit this policy to all administrative officers, department chairmen, faculty and staff.

December 16, 1970

(2)

Admitting Students After the First Day of Class

Dr. Green and Dr. Canedo presented policy statements concerning admitting students to class. Dr. Harrington will rewrite the statement and bring it back to the D.C. for action.

January 5, 1971

Withdrawing from Class

MOTION: Dr. Schliesman moved, seconded by Dr. Canedo, to adopt the proposed withdrawal policy as amended to be effective Fall Quarter, 1971. Carried.

Withdrawal Policy

Withdrawal from a course may occur after the "Change of Schedule" period until the end of the 25th day of instruction. Forms, available in the Registrar's Office, must be completed. The student will be assigned a grade of "W" if he is passing at the time of withdrawal or an "E" if he is failing. Credit may not be earned in a course from which a student withdraws. After the beginning of the 26th day of instruction withdrawal from a course will result in a grade of "E". Exception to this may be made if such withdrawal is requested by the College, in case of serious illness, or other highly extenuating circumstances. Student letters of petition for exceptions must be addressed to the Dean of Students. (For Summer Session regulation on course withdrawal consult the Summer Session Bulletin.)

Withdrawal from the College may be made under the conditions given above. Students who leave the College without official withdrawal will receive failing grades.

Admitting Students After the First Day of Class

The following procedure was approved by the Deans' Council to be effective Fall Quarter, 1971:

Registration

Registration dates are announced in the College Calendar. Students in residence during fall, winter, and spring quarters have the opportunity to register in advance.

Reservations made for classes during this registration period are held until the first class meeting. If the student does not appear on the first meeting of the class, the instructor will cancel the reservation for the class, returning the student's "Admit to Class" card to the Registrar, officially dropping the student from his class roll. Exceptions are made only for illness or religious obligation providing the student notifies the instructor or the department chairman in advance of the first class meeting that he will not be in attendance.

In my estimation they add up to an unwitting plan to frustrate students. The particulars above seem to be largely punitive rather than sound pedagogy. I appeal to you, as the Chairman of the Senate Committee on Student Affairs, to look into this matter as an expression of a general trend, to take it to the floor of the Senate, to the ASC, to the Campus paper, and to the Board of Trustees. I see in these actions administrative committment to continued student unrest.

Very truly yours,

Virgil J. Olson

cc: Vice-President  
Asst. Vice-President  
Dean of Arts & Sciences  
President of Faculty Senate  
President of AAUP